

THE OTHER CYBER SKILLS GAP



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INTRODUCTION

- Cyber Workforce Gap
 - Growing All the Time
 - Broadly Acknowledged
 - New Technology Is Making it Worse
- Not Just an IT Problem Anymore

**300,000
Open Jobs
in 2016**



**1,800,000
Open Jobs
in 2022**

THE GAP WE'RE NOT ADDRESSING

- The Gap Is Growing in Non-Technical Skills
 - You Can't Train Your Way Out of a Technical Skills Gap
 - Changes in Technology Have Changed the Workforce
 - Changes in the Workforce Mean Changing Skills Needs
- We Need to Rethink Training & Recruiting

There are significant gaps in cybersecurity knowledge & training.



Lack of non-technical skills in cybersecurity curriculum



Lack of training in cybersecurity governance structures and frameworks



No clear link between federal resources and academia

NON-TECHNICAL SKILLS

A Focus on Developing Non-Technical Skills...

- Improves Workforce Flexibility
- Lowers the Barrier of Entry for New Workforce
- Improves Ability to Adapt to Emerging Threats
- Helps Companies Think About Future of Operations

A “Liberal Arts” Cyber Education

- Critical Thinking Skills
- Communications
- Behavioral Analysis
- Risk Management
- Sociology
- Economics
- Non-Technical Security Measures
- Compliance
- Legal Frameworks

UPDATING TRAINING

- Rethinking Training and Capabilities Focuses
- Developing New Curricula for All Employees
 - Seeing the Benefits in Government and Private Sector
 - Non-Technical Employees Need to Learn Cyber Skills
 - Technical Employees Need to Learn New Skills
- Promoting Understanding of the ENTIRE Cyber Environment

GETTING IN TOUCH



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Blog Post with Lori Gordon on AI & the Changing
Cyber Workforce:

<https://www.hwcinc.com/blog/preparing-for-your-new-ai-colleague/>